



Curriculum Vitae and Projects
Monika Koch



CONTENT

1	<u>Personal Data.....</u>	<u>1</u>
2	<u>Actual</u>	<u>1</u>
3	<u>Consulting focus</u>	<u>1</u>
4	<u>Summary of expertise.....</u>	<u>1</u>
5	<u>Projects (excerpt)</u>	<u>2</u>
6	<u>Professional Development</u>	<u>Fehler! Textmarke nicht definiert.</u>
8	<u>Continuing education.....</u>	<u>10</u>
9	<u>Stay abroad</u>	<u>10</u>
10	<u>Miscellaneous.....</u>	<u>10</u>

1 Personal Data

Monika Koch
Capito Spezialisten GmbH
based in Berlin and Munich
Tel. 0172-9502148
monika.koch@capito-spezialisten.de
born in Berlin (Reinickendorf)



If you want changes, you will find ways to do, if not, reasons.

2 Actual

Managing Director Capito Spezialisten GmbH

Bestseller Author "Erfolgreich"

3 Consulting focus

1. Change Management incl. communication and training
2. HR Projectst
3. Innovation Award for Methodology of Implementing Concepts



4 Summary of expertise

- Deep understanding of change and project management and how to create sustainability
- 20 years' experience in the practical implementation of projects for customers in the European environment and US investors
- Member of chair boards in IT and Financial industry
-

5 Projects (excerpt)

Assensu Gmbh i.G.

Advisor of Business Development – Start Up

May 2020 – today

roof of concept for customer acquisition and sales approach, go-to-market model

Vattenfall Sales

Project Lead Development and Implementation of competency model

Oct 2021 – Mar 2022

Novartis AG, Basel

Training Lead for Submission Software Rollout

Jan 2019 – Apr 2022

Definition of training strategy and rollout of end user trainings

Mucos Emulsion GmbH

Organizational Development – Cultural Change

March 2018 – March 2019

Reorganisation and development of manufacturing site in pharmaceutical industry. Reason for change: bought by Nestle

Customer's benefit: sustainable implementation by engagement of leaders and HR.

Novartis AG, Basel

Change Management for new way to collaborate incl. System and Business Process training. Development of concepts and all rollout of change management and training activities,

Drug development and clinical trial management system, Oct 2016 – Dec 2018

**Haus der Kunst,
München**

Development and implementation of (HR) Strategy and Change to new Vision with focus on Value Models, Personnel Development, Leadership coaching, Improvement of existing processes, May 2016 – Sep 2017

Customer 's benefits: setup of HR tools and management training ready for implementation

**Merck KgaA,
Darmstadt**

Project Management for Strategy and Business Operation, May 2014 until September 2016, globally

- Change Management and Communication for Implementation of Strategy and Initiatives for R&D
- Improvement of processes and support of Learning and Development department
- Integrated Change-, Communication-, and Training concepts for R&D
- Create a new, innovative SharePoint communication platform
- Prepare senior management presentations for different target audiences

Customer's benefits: Effective and efficient operationalization of new structures, processes for ensuring achievement of operational excellence. Significantly shortened the time-to-market times.

**Daimler AG,
Stuttgart**

Rollout of new services, systems and processes in 15 countries all-over Europe, June 2013 – April 2014

- Design and implementation of a mind-set change program for 35,000 participants
- Development and rollout of an integrated training concept for Europe-wide introduction of services, systems and processes
- Piloting and rollout of these programs in 15 European markets

Task

Stakeholder analysis in the overall project and in the line organization, conception of change measures, including development of a Change Tool Box, feasibility and budgeting, piloting of the measures, implementing the change tasks in coordination with the communication activities, training implementation and rollout activities and the adjustment of the market specifics.

Target

1. Involvement of all levels (target groups) of the corresponding markets and dealer organizations
2. Mediation of the vision and mission
3. Addressing at the emotional and rational level
4. Comprehensive understanding of the benefits of the new products and processes for each target group
5. Mindset change activities at selected target groups
6. Comprehensive information is available all markets and are used in order to adequately serve customers
7. Each personality type is picked up in an adequate way
8. Create audiences that are enthusiastic and ambassadors for the new products

**Grass Valley
Broadcasting Industry,
Paris/London****Project management of restructuring projects, pan-European, from October 2011 to August 2012**

- Definition, establishment, implementation and controlling of the processes
- Top talent management matrix organization and establishment of evaluation logic
- Sales Skill Assessment
- Change Management because of reassignments and hiring at the same time in the company. Reason for change: Buying companies in Eastern Europe and selling parts in Western Europe

Customer Benefits: Project completed in time in budget. Daily updates on project controlling personnel reduction numbers and costs and project progress

Task

Allocation, control and project management of a staff reduction in 12 European countries at the same time building organizations in emerging markets. Preparation for the negotiation, reassignments and the selection criteria due to the strategic objectives. Alignment of actions in all countries, tracking the progress, reporting and implementation of reporting to shareholders.

Scope

Lead the project in time within the planned budget

**Compaq Computer GmbH,
Dornach****Complete solution provider merger with service organization, post-merger integration January 2001 - June 2002**

- Post-Merger Integration
- Change Management
- Process Improvement
- Development and Implementation of an integrated management systems

Customer's Benefits: Rapid integration of new business units

Task

Development and implementation of the integration of three different companies in the parent company, conception, coordination and implementation of the change measures with simultaneous consideration of the time frame by the EMEA organization and implementation of Change activities in all branches. Placement of the new vision and mission as well as new processes and structures due to the total realignment of a hardware manufacturer to a solution provider.

Scope

Fast and sustainable orientation of the newly formed organization to meet customer needs in the market for the use of potential synergies.

FC (Champions League), Zagreb**Project Management for organization and procedures, March 2013**

- Analysis of organizational design, change management, proposal of restructuring needs and development of implementation plan

**Nolte Möbel,
Germersheim****HR Projects in restructuring, February 2013 – June 2013**

- Building up reporting, monitoring of restructuring
- Project management in organizational re-design, health management and training program

**m-net, Telekom-
munikation,
München****Project management, Restructuring HR department, March - August 2012**

- Situation analysis, action planning and project implementation of an HR project to realign the personnel department
- Project management of six projects in the areas of:
 - o Leadership Development
 - o Employee Development
 - o New structuring HR
 - o Rebuilding and operational implementation of application management
 - o Human Resources Planning
 - o payroll accounting
- Transfer of three of the six projects in the rebuilt line after only 5 months

**Satellite Office,
Berlin****Pre-Opening and Opening of a Premium Business Centres in München, January 2011- May 2011**

- Management Pre-Opening und First Opening including project management of the construction site
- Definition and implementation of processes for operation

**Allianzbank,
Unterföhring****Allianz Apps Testing, December 2010****Essenz.at,
Wien****e-Commerce Project: Business Development, August 2009 - August 2010**

- Develop a brand and associated products
- Staff development
- Establishment of processes for marketing and sales
- Customer acquisition and piloting of the

**On request,
Brandenburg****Creation of Go-to-Market Plans for an innovative product, October 2009 - August 2010**

- Project planning and implementation

**Winterheller
Software GmbH,
Graz****Project Management Corporate Performance Management Solution
Company, January 2009 - July 2009**

- Analysis of the use of an indirect sales model and valuation of risks
- Appropriate restructuring of the sales model
- Sale of unclear projects as coaching and medium-sized enterprises
- Marketing Project to develop new target customer groups,
- Definition of processes

**Winterheller
Software GmbH,
München****Managing Corporate Performance Management Solution Company,
Change Management January 2008 - December 2008**

- Implementation of new structures in sales and marketing
- New definition of the marketing and sales process and assessing their performance
- Introduction or modification of a performance-based model in a mid-sized company (150 employees)
- Developing and implementing a model for commission sales, consulting and Regional Manager, Management
- Development and implementation of various policies: car, travel, cost centre management, training, decision matrix

**Winterheller
Software GmbH,
Graz (DACH Re-
gion)****Managing Corporate Performance Management Solution Company,
Integration Office, April -December 2007**

- Restructuring of the entire company for medium assurance of growth
- Reorganization of the company in sales and marketing, construction of the entire HR management incl. career path, talent management, Successor Planning, salary structures
- Redesign resale models
- Remodelling market presence, new corporate identity, market strategy and customer communication tools and channels
- Development of new customer retention

**Consulting
agency, Berlin****Project management, July 2005 - July 2006**

- Process analysis, positioning, sales and profits of a medium-sized consultancy
- Training activities in the area of customer communication, presentation

Airport München, 8.000 employees**Project member, March 2004 - January 2005**

- PMO
- Review and simplification of content models -> Target: reduction in on 150 components
- Process analysis
- Creation of a concept for the negotiation of the connected collective agreement
- Training of managers
- Develop marketing strategy for addressing employee

**Digital Equipment GmbH,
München****Project management Solution Company – Integration in Compaq Computer, Post Merger Integration, January 1999 - June 2000**

- Operational integration of acquired companies into the parent company on a national and international level in an American IT company
- Process Management
- Strategic Sales Management emphasis Go-to-market models and Sales Compensation merge up to 25 locations
- Strategy development and - implementation in dealing with the works council on the implementation of the Compensation - Benefits and Models
- Conversion of an employee of fixed salary, variable components
- Training for the introduction of models with managers
- Operative Integration

**Compaq Computer GmbH,
München****Project management IT company, Hardware, January 1997 – December 1998**

- Introduction of a new performance measurement system to implement an early warning system for corporate management
- Design and implementation of process and structural organizations in service company of up to 2,800 employees
- Overall project management, including reporting to senior management and HQ
- Audit by the British Standards Institution
- Project management for Human Resources and Sales
Focus:
Strategic Sales Management, Sales Compensation
Go-to-market model, business planning
Classification, communication with councils

More Customers

Deutsche Post AG
Käserei Bergader
Flughafen München GmbH
Wolf Endoskope GmbH
Winterheller Software GmbH
Campus Institut AG
Kanthotel GmbH & CO KG
Konrad Ess Services
Richemont AG
Hewlett Packard GmbH
Aspect online AG
Sophos GmbH
SAP Deutschland GmbH
Toshiba Europe Ltd
Gidel Services
Essenz.at
Kuffler AG
Softlab GmbH
Merck KGaA

11 Extracurricular education

Trainings in Business ethics, Guest relationship management, Etiquette, Black Belt, "Transaktionsanalyse", Project management, Group dynamics, Process Improvement, Process Assessment, conflict management, change management, various sales- and communication trainings, **Psychology of communication (Friedhelm von Thun)**

Interviews with: Secretary of Farmers, Mr. Ertl, Secretary of Economics Mr. Schwarz-Schilling, Marion Gräfin Dönhoff, Heinz Galinski, Landlords president von Heeremann and more

What else?

Freelance presenter by Film studio Eiswerder Interviews with Martin Bangemann (Secretary of EU), Hans-Dietrich Genscher (Foreign Minister), Walter Rasch, Henri Nannen (Publisher) and more, commercials, facilitation of congresses

12 Stay abroad

1989	6 months India, Singapore, Hong Kong, China
1992	4 months Switzerland, Italy
2002	4 months New Zealand, 2 months USA
2005	6 months staying with my brother in Scotland, Orkney Islands
2009	18 months, Vienna, Austria

13 Miscellaneous

Awards

„Innovationspreis des Mittelstandes 2007“
Best of Consulting 2016,
 Recognition award for new internal communication tool, Merck KgaA

Interests

Bestseller Author "erfolgreich"
 continuous learning, cooking with and for friends and family

Languages

English, a bit French